CA2ALL 60
A56
1964

ALBERTA LEGISLATURE LIBRARY
3 3398 00498 1808

LIBRARY
VAULT 19

LEGISLATURE LIBRARY
OCT 25 1990
EDMONTON

BOARD OF INDUSTRIAL RELATIONS

ANNUAL REPORT

1964

Digitized by the Internet Archive
in 2025 with funding from
Legislative Assembly of Alberta - Alberta Legislature Library

This report is a synopsis of the activities of the Board of Industrial Relations in the administration of The Alberta Labour Act.

Part I and IV of The Act inclusive deal with Hours of Work, Minimum Wages, Labour Welfare, Vacation Pay and Industrial Standards Schedules.

Part V sets forth procedure for the purpose of Collective Bargaining.

Part VI sets forth procedure where female employees, who are employed by employers to perform identical or substantially identical work as males, may register claims for equal pay.

This report deals with those phases of the Board's work in giving assistance to workers and employers and effecting just and friendly settlements of all disputes.

Parts I, IV, V, VI

	January 1/61 December 31/61	January 1/62 December 31/62	January 1/63 December 31/63	January 1/64 December 31/64
Number of Board Meetings (Including Public Hearings)	46	63	58	47
Number of Inspections	41,628	27,249	42,578	38,364
Number of Business Places Inspected	13,098	8,894	13,994	11,593
Number of Employees Affected by Inspections	75,795	49,671	67,318	68,383
Settlements Made:				
Overtime Arrears		$ 55,346.27	$ 48,953.33	$ 55,456.13	$ 48,982.24
Vacation Pay Arrears		68,123.12	72,022.96	80,015.44	75,808.77
Under-Payment of Minimum Wages		9,241.34	15,654.53	12,493.54	9,800.85
Non-Payment of Wages Due		85,250.88	146,040.24	108,171.85	86,134.45
	$217,960.61	$282,671.06	$256,141.36	$220,616.31
Number of Employees Affected By Above Settlements:				
Male		3368	3032	3757	3479
Female		823	1279	1119	1008
Number of Complaints Received:		4191	6547	6793	8081
Number of Employees for Whom Weekly Increases Obtained to at Least the Minimum Wage:					
Male		93	58	98	48
Female		430	286	258	124
TOTAL		523	344	356	172

	January 1/61 December 31/61	January 1/62 December 31/62	January 1/63 December 31/63	January 1/64 December 31/64
Amount of Weekly Increases Obtained for above Employees:				
Male	478.39	333.69	437.84	169.44
Female	1,237.99	841.41	765.13	421.87
	$1,716.38	$1,175.10	$1,202.97	585.31
Number of Vacation Pay Stamp Books Sold	28,293	28,585	26,780	27,471
Amount of Vacation Pay Stamps Sold Under Order No. 6	$1,925,819.36	$2,059,772.68	$1,672,404.07	$1,961,381.32
INDUSTRIAL STANDARDS				
Number of Schedules	39	15	15	15
Number of Interviews	618	807	682	602
Number of Inspections	309	248	311	95
Number of Complaints	66	76	68	76
PROSECUTIONS				
Number of Businesses Charged	74	93	140	149
Number of Informations Entered	118	125	176	285
Number of Counts Involved			425	549
Convictions	80	81	115	159
Withdrawals	25	24	26	71
Dismissals	7	6	2	3
Pending	27	41	72	125
Appeals	2	1	Nil	5
Amounts of Fines Assessed	$ 2,035.00	$ 2,090.00	$ 3,535.00	$ 2,947.50
Amounts of Costs Assessed	285.70	346.20	488.90	628.60
Amounts Implicated:				
Minimum	$ 6,184.37	$ 3,690.54	$ 9,862.00	$ 2,256.70
Arrears of Wages	19,190.81	23,613.95	19,712.33	27,632.22
Vacation Pay	8,446.22	4,990.29	13,017.72	13,601.74
	$33,821.30	$32,304.78	$42,592.05	$43,920.66

Notes:

Appeals

Four appeals filed by accused Terrabain against conviction in summary proceedings.

One appeal filed by Crown against one acquittal under Section 21 of The Alberta Labour Act on the Magistrate erred in admitting evidence.

Charges laid for Infractions of The Alberta Labour Act and Orders

For Year 1964

		Fines	Costs	I/D Days	Arrears	Information Brought Forward From 1963	No. New Cases in 1964	Total Completed	Convictions	Dismissals	Withdrawals	Committals	Warrants Executed	Balance carried Forward to 1965
(1)	Failure to Maintain Time Records	75.00	11.30	60		1	11	7	5		3			5
(4)	Failure to Produce Records on Board Order	600.00	98.10	710		12	28	28	26	2		1	2	12
	Orders #1 and #2	155.00	31.40	202	1,733.52	10	23	19	10	1	8	1		14
	Failure to pay wages	762.50	184.70	381	27,632.22	27	73	62	42		20		1	38
	Vacations with Pay Order No. 5	710.00	202.60		10,669.75	11	86	61	43		18			36
	Vacations with Pay Order No. 6	610.00	87.30	25	5,505.59	8	36	33	24		9		1	11
(8)	Failure to Pay Order or Fines and Costs			60	1,604.22	2	20	15	4		11	1		7
	Vacations with Pay Order No. 32	10.00	3.30		1,222.18		4	4	2		2			0
	Industrial Standards Schedules	25.00	3.30	10	553.18	1	2	1	1					2
(7)	Part V of The Alberta Labour Act	20.00	6.60				2	2	2					0
		2,967.50	628.60	1448	48,920.66	72	285	232	159	3	71	3	4	125

[illegible]

[illegible]

1962 - 1963 - 1964

[illegible]			[illegible]			[illegible]			[illegible]			[illegible]			[illegible]		
1962-1963-1964			1962-1963-1964			1962-1963-1964			1962-1963-1964			1962-1963-1964			1962-1963-1964		
21	18	13	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
4	14	14	2	1	1	2	0	0	0	1	0	1	0	0	0	0	1
7	19	15	3	1	0	2	0	0	1	1	0	1	0	0	0	0	1
18	13	12	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0

In the year 1964, one Industrial Standards conference was convened to amend the one existing schedule at the insistence of employers for the Gasoline Service Station Industry, Calgary zone.

The schedule was not agreed to by a sufficient and representative majority of the employees in the industry. The Minister did not approve of the amendments and the existing schedule remains in force unchanged.

CERTIFICATIONS	1961	1962	1963	1964
Granted	140	210	143	101
Refused	42	64	37	39
Returned	7	30	11	5
Withdrawn	3	3	4	2
Pending	20	8	8	16

REVOCATION OF CERTIFICATION				
Certifications Revoked	12	14	12	14
Applications for Revocation Refused	4	9	14	12
Applications for Revocation Pending	1	1	2	4
Applications for Revocation Withdrawn			11	1

CONCILIATIONS				
Completed (Settled)	78	48	70	81
Pending	16	16	19	14
Withdrawn or Cancelled	6	16	13	1
To Conciliation Board	39	58	36	39
Lapsed	0	3	1	0

CONCILIATION BOARDS				
Unanimous Awards	16	18	33	21
Majority Awards	14	3	12	7
Pending	3	13	4	2
Dissent by Employers Member	9	3	12	5
Dissent by Employees	3	0	0	2
Dissent by both members in different clauses	2	0	0	0

Some Conciliation Boards dealt with disputes involving more than one employer.

CONCILIATION BOARD AWARDS				
Accepted by both Parties	2	8	21	8
Accepted by Employers only	16	1	37	4
Accepted by Employees only	52	61	7	10
Rejected by Both Parties	49	4	16	14
Settled before Award Submitted	2	11	4	2

Matter	1961	1962	1963	1964
Re:- Appointment of Bargaining Agent	11	41	20	20
Re:- Conciliation Board Awards	143	60	62	28
Re:- Strike Action	45	37	33	15
Re:- Revocation of Certification	8	12	10	12
Re:- Section 104 of The Alberta Labour Act	3	41	1	2

STRIKES AND LOCKOUTS

After Provisions of The Alberta Labour Act complied with

Strikes	5	14	13	1
Lockouts	0	0	0	0

Numbers involved in Legal Strikes and Lockouts

Employers	4	14	13	1
Employees	598	425	721	52

[illegible] Comparative Statement

A comparative statement as to [illegible] exemption certificates issued under the [illegible] Unemployment Act is as follows:

[illegible] Industry	1942	1943	1944
[illegible] security	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]
	[illegible]	[illegible]	[illegible]
Exemption Certificates Granted	92	104	116
[illegible] Claims:			
Number	65	101	119
Amount	$10,227.41	$ 6,2[illegible].67	$ 9,3[illegible].76
Coal Mining Industry			
[illegible] security	$36,241.07	$33,741.07	$13,241.07
[illegible] equity	1,200.00	3,[illegible].00	3,7[illegible].00
	$37,241.07	$37,441.07	$17,[illegible]1.07
Exemption Certificates Granted	35	35	36
Wage Claims:			
Number	21	1	2
Amount	$ 2,[illegible]6.39	$[illegible]	$ [illegible].00
Coal Mining & Lumbering Industry			
Total Securities	$114,[illegible]6.07	$[illegible],241.07	$[illegible],273.38
Total Exemption Certificates	127	139	152
Total [illegible] Claims:			
Number	86	102	121
Amount	$10,[illegible].10	$ 6,[illegible].17	$ 9,[illegible].76

No. 17054
culars

penses	Estimates 1964 to 1965	Proposed Estimates 1965 to 1966	Final Estimates	Amount Expended Sept. 30, 1964
Accountable Advances				
Advertising	500.00	500.00	500.00	74.44
Automobile Purchase				
Automobile (Equip. other than for trav.				
Contracts and Agreements				
Entertainment Expenses	200.00	200.00	200.00	24.59
Fees & Commissions (Include Convention Registration)	18,000.00	25,000.00	25,000.00	11,475.50
Freight, Express & Cartage	100.00	1,000.00	1,000.00	891.75
Furnishings, Equipment & Tools	1,400.00	3,173.76	3,200.00	1,098.32
Maintenance in Homes & Schools				
Materials & Supplies (Admin.)	9,000.00	15,000.00	15,000.00	7,120.29
Materials & Supplies (Const.)				
Miscellaneous Expenses	50.00	50.00	50.00	
Postage	3,500.00	4,000.00	4,000.00	1,622.33
Rentals -	1,000.00	1,250.00	1,000.00	38.50
Repair & Maintenance (Equip. & Tools)				
Repair & Maintenance (Office Machines)	1,000.00	1,000.00	1,000.00	459.66
Salaries	323,530.00		355,970.00	162,461.79
Telephone & Telegraph	2,000.00	2,000.00	2,000.00	1,010.53
Transportation (Payment of)				
Travel Exps. other than Pub. Servants	5,000.00	5,000.00	5,000.00	2,977.42
Travelling Expenses of Public Servants (Include Car Expenses)				
Tuition (Payment of)	26,000.00	42,000.00	30,600.00	15,524.63
Utilities				
Wages				
	391,280.00		444,520.00	203,003.63
:				

e or decrease in staff - 17056023 Insp.I 17050655 Clerk Steno II (Red Deer) 17050459 Clerk Typist I and 17050460
tails: 17056301 Registrar

Code #350 2 sets dictaphones 4 trade-in electric typewriters 3 trade in 1 new typewriter 2 trade in and 1 new adder. (new items for Red Deer Office)

A D D E N D U M

The Board during October, 1964 held Public Hearings in Edmonton, Calgary, Lethbridge and Medicine Hat, invitations being issued to employer organizations, trade unions and other interested parties to make submissions respecting proposed amendments to Orders of the Board. Attendance at Lethbridge and Medicine Hat was somewhat disappointing, practically all organizations withholding submissions until the hearings in Edmonton and Calgary. The submissions at the latter points were quite comprehensive.

The Board has commenced a review of the submissions and early in 1965 the Board will draft amendments to the existing Orders possibly drafting new Orders as it is deemed advisable to bring the Orders into line with the altered economic and other conditions affecting conditions of employment in industry in the Province.

The experience of the Board over the past number of years has been that in matters placed before the Board for its consideration representatives of the legal profession are being retained by the parties to a greater extent and this trend continued during 1964. One result of this is that there is a greater play on technicalities and interpretation of law then formerly when the parties themselves handled their problems before the Board.

At the 1964 session of the legislature The Alberta Labour Act was amended with two thoughts in mind, the first to establish statutory conditions which would promote industrial peace and secondly to provide for certain problems which are the result of industrial development and possibly new thinking of parties to disputes. The principal amendments were as follows:-

1. Provision for the Board by Order to provide for general holidays with pay.

2. Making failure to pay wages an offence under the Act.

3. Revising the model grievance procedure and establishing conditions relating to processing of grievances.

4. Providing for group bargaining where several employers are involved in disputes with one trade union.

5. Providing for protection for a union member taking employment with an employer who is not a party to a collective agreement when employment is not available to the individual with an employer who is a party to a collective agreement.